

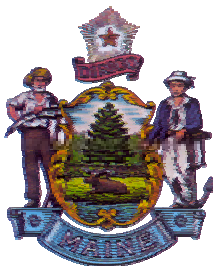
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# Calculating the Value of Volunteer Services

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**A GUIDE FOR VOLUNTEER SERVICE PROGRAMS IN MAINE**

**PUBLISHED BY  
THE MAINE COMMISSION FOR COMMUNITY SERVICE  
MAINE STATE PLANNING OFFICE  
AUGUSTA, ME 04333**




**December 2001**





This publication was developed by the Maine Commission for Community Service under a grant from the Corporation for National and Community Service.



## About the Commission

The Maine Commission for Community Service was established in 1994 by Executive Order and under state statute in 1995. The 26-member Commission is Maine's partner with the Federal Corporation for National Service. The Maine State Planning Office provides administrative support.

The Maine Commission for Community Service's mission is to foster community service and volunteerism to meet human and environmental needs in the State of Maine. Through planning, convening, and investments, the Commission seeks to make real a vision of vibrant, productive communities with involved, responsible citizens.

### What does it do?

The Maine Commission for Community Service provides leadership to Maine's citizens to:

- Get things done by meeting local education, public safety, human and environmental needs;
- Strengthen communities by bringing diverse people together to solve problems at the local level;
- Foster civic responsibility through community service and participation;
- Expand opportunities for citizens of all ages to serve their communities and for affordable post secondary education.

In addition, the Commission is:

- The State Administrator of AmeriCorps crew programs;
- A State Clearinghouse for community service and volunteerism;
- An advocate and educator for community service and volunteerism in Maine;
- A State resource for community service and volunteerism technical assistance and training. In this role, one significant Commission activity is coordination of training for all Maine National Service programs (AmeriCorps, Senior Corps, and Learn & Serve).

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For information on volunteer recruitment, placement, and management::

[www.VolunteerMaine.org](http://www.VolunteerMaine.org)



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## Introduction

Nearly all nonprofits and government entities rely on volunteers to fulfill some portion of their mission-related work. This guide has been prepared by the Maine Commission for Community Service to help those organizations establish the in-kind cash value of volunteer time donated to them.

The practice of attaching a dollar-equivalent to services performed by volunteers has arisen as a means of recognizing the significant role of volunteers, quantifying the degree of community support (investment of “social capital”), and leveraging hard-cash resources using the cash value as in-kind match. A program or agency that may look expensive on the basis of comparing staff size to budget will take on a very different (cost effective) look when the comparison is staff *plus* volunteer hours against budget.

The information in this guide is presented in a way that lets organizations reflect the variable worth of services performed by volunteers. Many organizations rely on the minimum wage, the nationally averaged value of a volunteer hour, or some other fixed measure to calculate the in-kind contribution of services performed by volunteers. This method of calculating volunteer services has several problems:

- When minimum wage is the base, it undervalues many services donated. Many volunteers are doing work for which an organization would have had to pay an employee more than minimum wage. As a result, the organization receives more than \$5.15 per hour when the volunteer donates time.
- When a national average is used, it inflates the value of most services donated in Maine. Using this method increases the likelihood the substantial value of volunteer services can be challenged based on global pay scales that do not reflect the local economy.
- Assigning the same value to every “volunteer service” does not account for the fact that different services have different values. For example, a doctor who donates time to give physical examinations at a charity hospital provides a service that is financially more valuable than someone who donates his or her time to clean the offices of the same organization. By using a value that is associated with the occupation, the value of the volunteer effort can be more accurately communicated to funders, beneficiaries, and the community.

*Calculating the Value of Volunteer Services* was last produced in 1996, using information gathered in a county-by-county format that is no longer available. The data is now organized by occupation and available only as statewide information. Consequently, this guide presents a statewide range (low, median, high wage) for occupations in Maine. Programs with information on their local employment practices can use the three points in the range to reflect county variations and accurately gauge the value of volunteer services in their organization.

## Occupational Categories and Wages

The information in this guide is organized according to the Standard Occupational Classification system that is used by the US Department of Labor's Bureau of Labor Statistics. The Bureau explains this system "is used by all Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data...To

Occupational Title
Management occupations
Business and financial operations occupations
Computer and mathematical occupations
Architecture and engineering occupations
Life, physical, and social science occupations
Community and social services occupations
Legal occupations
Education, training and library occupations
Arts, design, entertainment, sports and media occupations
Healthcare practitioners and technical occupations
Healthcare support occupations
Protective service occupations
Food preparation and serving related occupations
Building and grounds cleaning and maintenance occupations
Personal care and service occupations
Sales and related occupations
Office and administrative support occupations
Farming, fishing and forestry occupations
Construction and extraction occupations
Installation, maintenance and repair occupations
Production occupations
Transportation and material moving occupations

facilitate classification, occupations are combined to form 22 major groups...and 449 broad occupations. Each broad occupation [entails] similar job duties, skills, education, or experience."

In other words, the Department of Labor groups all jobs, or occupations, into 22 Occupational Categories that are listed in the table on this page. The categories indicate similarities based on job function. For example, the mechanic who maintains school buses has a function similar to the technician who keeps the school furnace running. Both jobs, therefore, fall into the "Installation, Maintenance and Repair Occupation" category.

Section I of *Calculating the Value of Volunteer Services* lists all the occupations in alphabetical order and indicates the Occupational Category under which each is grouped.

## Using This Guide: How To Value Your Volunteers' Services

Section II of this guide is a series of tables. Each table represents one Major Occupational Category and contains a list of each job or occupation in that category that might be represented by volunteer work in a Maine program. (Some occupations have been omitted – such as elevator installer and surgeon – because it is highly unlikely a volunteer would perform the function.) Next to each occupation or job are three amounts representing the low wage, median wage, and high wage estimates based on statewide data. The low figure would be used in calculations if the person filling the job is a novice, i.e., has no experience related to the

service provided. Conversely, you would use the high figure if the service required someone with specialized skills or extensive experience. If you don't have this information, then use the median figure. In addition, you may also want to consider the low and high figures when accounting for the regional differences in pay scales around the state. A worker in northern Maine may not be paid as high a wage as someone doing the same job in downtown Portland.

For example, three volunteers were recruited to manage advertising and promotion campaigns for local programs. One volunteer has many years of experience managing her own advertising agency; the second volunteer recently graduated from college and wants experience working on an advertising campaign; the third is a marketing major who needs to complete an internship project.

The Volunteer Coordinator could look up "Advertising and Promotion Managers in Section I and see it is part of the "Management Occupations" group. Then, by turning to the "Management Occupations" table in Section II and finding the wage estimates for "Advertising and Promotion Managers", the volunteer coordinator could estimate the worth of services provided by these volunteers and value the worth of the seasoned volunteer's time at the high estimate of \$33.18 per hour, the recent college graduate's time at the median estimate of \$23.81, and the intern's time at the low estimate of \$16.76 per hour.

In a second example, a summer program for youth may have a volunteer trainer for the staff. Although "trainer" is not an occupation, the program's volunteer coordinator could look through the listing of occupations in major occupational groups and identify the occupation that best fits the service and qualifications of the volunteer. It may be the person's work best fits an occupation under "Education, Training, and Library" but if the volunteer who trained the staff in environmental science activities is actually a lake biologist in a consulting firm, then maybe the better occupational description is under the category of "Life, Physical and Social Science Occupations" where there is a specific job listed for "Environmental Scientists". In this case, the two sets of information give the volunteer coordinator flexibility. The Coordinator can use his or her knowledge of the service activity and the required qualifications of the volunteer determine how to value the volunteer's contribution of time.

In a third example, a program that keeps in touch with homebound seniors may recruit a volunteer a retired accountant. The volunteer's job is to call three homebound seniors each week and check how they are, provide some phone-companionship. In this case, the volunteer's professional training and career work experience are not relevant to the work of his or her volunteer service. When the program goes to value the volunteer's service, the coordinator will first have to decide if the job is more like a telemarketer ("Sales and Related Occupations") or interviewer ("Office and Administrative Support Occupations"). Once that decision is made, the likely factor in choosing whether to use low wage, median or high wage is the length of time the volunteer has been doing the work and the skill he or she demonstrates in helping the seniors.

Strong volunteer programs understand that this approach to quantifying volunteer contributions is based on solid volunteer administrative practices, including a log of hours devoted to the organizational work by volunteers and feedback from the beneficiaries of the service. The data is also a basic evaluation tool of the program's ability to leverage human resources from local citizens and delivery quality services. For a full outline of "Best Practices" in volunteer management, look up [www.VolunteerMaine.org](http://www.VolunteerMaine.org) and view the volunteer

Administration and Management references in the section on “Volunteer Program Resources”. One short, comprehensive online document at this site is “Best Practices for Developing a Volunteer Program” which was compiled by the Maryland service commission.

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## Limitations of This Guide

The dollar value of donated services is one of many factors that can help organizations value the time donated to them, but it is not the only factor. Community service hours have many benefits beyond their economic value. These benefits include opportunities for citizens to

- ✓ become involved in solving community issues;
- ✓ get to know other local residents with whom they have no contact ordinarily;
- ✓ contribute their skills or knowledge to address community needs;
- ✓ fulfill their citizenship responsibilities by contributing to the health and well being of the community.

Benefits such as these cannot be quantified with a dollar figure but are essential to building and maintaining strong, vital communities whose citizens are involved and responsible. When valuing volunteer services, organizations should also consider how other evaluation and quality assurance tools can help describe the many benefits that this model cannot quantify.

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## How to Calculate the Value of Volunteer Services

1. Determine how many hours the volunteer worked.
2. Based on the volunteer’s ability, skills, and/or experience *as it relates to the service* performed, decide whether the volunteer’s services should be valued at the low, median, or high wage estimate.
3. Look through Section I: Alphabetical Listing of Occupations to find an occupation that seems to match the type of work the volunteer performed. Note the title of the Major Group and which page it is on.
4. Turn to corresponding “Major Group” table in Section II and find the occupation in the list.
5. Find the appropriate wage figure in the columns to the right of the occupation.
6. Multiply the wage estimate by the number of hours provided to you by the volunteer.

With an accurate dollar figure for donated volunteer time, organizations have a measurable way to inform communities about the valuable contributions of volunteers. Additionally, organizations can calculate the return on money spent recruiting for and operating volunteer programs.





## Case Study: The Value of Volunteers at a Soup Kitchen

Step One: Determine how many hours the volunteer worked from the volunteer time logs. You can also calculate this information for more than one volunteer at once if the work done by the volunteers was very similar and if the relevant experience and skills of the volunteers being grouped together is also similar.

If you will be calculating the value of a group of volunteers' work, then you can add up the total number of hours worked by all the volunteers and calculate the value of the work done by the group as though it were a single entity.

*For example, the person in charge of volunteers at a soup kitchen wants to calculate the value of the volunteer time donated to the kitchen. She decides to calculate the value of volunteer time for the food servers first. She notices that all the people who serve food were equally qualified and all did the same work. As a result, she decides to calculate the value of the food servers' work at once. She consults the sign-in sheet for each work session to determine how many volunteers were present. She then determines how long each work session lasted and adds up the total number of hours worked by all the volunteers who served food. The result is a total of 150 hours (5 people each volunteered 3 hours each session for 10 sessions).*

Step Two: Determine which occupational category the volunteer's work best fits into.

*The volunteers served food at a soup kitchen. The occupation which most closely matches this is "Food Servers, Nonrestaurant" under the Food Preparation and Serving Related occupations.*

Step Three: Once you have determined which of the occupation titles best matches your volunteer's work, you can find the wage assigned to that occupation.

*The attached report shows that the mean hourly wage for Food Preparation and Serving Related occupations in Maine was \$7.84.*

Step Four: Multiply the wage you are using by the number of hours provided to you by the volunteer or group of volunteers.

*The volunteer manager multiplies the total number of hours worked (150) by \$7.84 and gets \$1,176 which is the total value of the time donated by volunteers to serve food in the soup kitchen.*



## Alphabetical List of Occupations: Table Titles Matched to “Major Group Key”

The list of occupations in Section I has a “key” to the titles of the “Major Occupational” tables. Below is the information you need to accurately interpret the key.

Major Group Key	Table Title	Page
ArcEngin	Architecture and Engineering	15
DsgnEnter	Arts, Design, Entertainment, Sports and Media	16
BldgGround	Building and Grounds Cleaning and Maintenance	16
BusFinance	Business and Financial Operations	16
ComSocServ	Community and Social Services	17
ComptrMath	Computer and Math	17
Construct	Construction and Extraction	18
EducTrain	Education, Training and Library	18
FarmFish	Farming, Fishing and Forestry	19
FoodPrep	Food Preparation and Serving Related	19
HealthPrac	Healthcare Practitioners and Technical	19
HealthSupp	Healthcare Support	20
InstMaint	Installation, Maintenance and Repair	20
Legal	Legal	21
Managmt	Management	21
Office	Office and Administrative Support	22
PersCare	Personal Care and Service	23
Productn	Production	23
Protect	Protective Service	24
Sales	Sales and Related	24
Sciences	Sciences: Life, Physical, and Social	25
Transprt	Transportation and Material Moving	25

## Section I: Alphabetical List of Occupations

Find occupation type that matches the work your volunteers perform. Note the name of the table in the left column (“Major Group Key”). To find the value of the work performed, turn to the table and look at the wage estimates for the specific occupation you are dealing with.

Major Group Key	Occupation Type
BusFinance	Accountants and Auditors
DsgnEnter	Actors
ComptrMath	Actuaries
Legal	Administrative Law Judges, Adjudicators, and Hearing Officers
Managmt	Administrative Service Managers
EducTrain	Adult Literacy, Remedial Educ., GED Teachers and Instructors
Managmt	Advertising and Promotions Managers
Sales	Advertising Sales Agents
Sciences	Agricultural and Food Scientists
FarmFish	Agricultural Inspectors
Transprt	Ambulance Drivers and Attendants, Except Emergency Medical Techs
PersCare	Amusement and Recreation Attendants
Protect	Animal Control Workers
DsgnEnter	Announcers
ArcEngin	Architects, Except Landscape
ArcEngin	Architectural and Civil Drafters
EducTrain	Archivists, Curators, and Museum Technicians
DsgnEnter	Art Directors
EducTrain	Art, Drama and Music Teachers, Postsecondary
Sciences	Atmospheric and Space Scientists
EducTrain	Atmospheric, Earth, Marine and Space Science Teachers, Postsecondary
DsgnEnter	Audio and Video Equipment Technicians
HealthPrac	Audiologists
InstMaint	Automotive Body and Related Repairers
InstMaint	Automotive Service Technicians and Mechanics
PersCare	Baggage Porters and Bellhops
Productn	Bakers
PersCare	Barbers
InstMaint	Bicycle Repairers
Productn	Bindery Workers
Sciences	Biochemists and Biophysicists
EducTrain	Biological Science Teachers
Sciences	Biological Technicians
Office	Bookkeeping, Accounting, and Auditing Clerks
Construct	Brickmasons and Blockmasons
DsgnEnter	Broadcast Technicians
BusFinance	Budget Analysts
InstMaint	Bus and Truck Mechanics and Diesel Engine Specialists
Transprt	Bus Drivers, School
Transprt	Bus Drivers, Transit and Intercity
EducTrain	Business Teachers, Postsecondary
Productn	Butchers and Meat Cutters
Productn	Cabinetmakers and Bench Carpenters
DsgnEnter	Camera Operators, Television, Video, and Motion Picture
Transprt	Captains, Mates, and Pilots of Water Vessels

<b>Major Group Key</b>	<b>Occupation Type</b>
Construct	Carpenters
Construct	Carpet Installers
ArcEngin	Cartographers and Photogrammetrists
Sales	Cashiers
Construct	Cement Masons and Concrete Finishers
Productn	Cementing and Gluing Machine Operators and Tenders
FoodPrep	Chefs and Head Cooks
ArcEngin	Chemical Engineers
Sciences	Chemical Technicians
EducTrain	Chemistry Teachers, Postsecondary
Sciences	Chemists
Managmt	Chief Executives
PersCare	Child Care Workers
ComSocServ	Child, Family, and School Social Workers
HealthPrac	Chiropractors
DsgnEnter	Choreographers
ArcEngin	Civil Engineering Technicians
ArcEngin	Civil Engineers
Transprt	Cleaners of Vehicles and Equipment
ComSocServ	Clergy
Sciences	Clinical, Counseling, and School Psychologists
DsgnEnter	Coaches and Scouts
EducTrain	Communications Teachers, Postsecondary
BusFinance	Compensation, Benefits and Job Analysis Specialists
BusFinance	Compliance Officers, Except Agriculture, Construction, Health/Safety, and Transportation
Managmt	Computer and Information Managers
ArcEngin	Computer Hardware Engineers
Office	Computer Operators
ComptrMath	Computer Programmers
EducTrain	Computer Science Teachers, Postsecondary
ComptrMath	Computer Software Engineers, Applications
ComptrMath	Computer Software Engineers, Systems Software
ComptrMath	Computer Support Specialists
ComptrMath	Computer Systems Analysts
InstMaint	Computer, Automated Teller, and Office Machine Repairers
Sciences	Conservation Scientists
Construct	Construction and Building Inspectors
Construct	Construction Laborers
Managmt	Construction Managers
FoodPrep	Cooks, Restaurant
FoodPrep	Cooks, Short Order
Office	Correspondence Clerks
BusFinance	Cost Estimators
FoodPrep	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
Office	Couriers and Messengers
Office	Court, Municipal, and License Clerks
BusFinance	Credit Analysts
EducTrain	Criminal Justice and Law Enforcement Teachers, Postsecondary
Protect	Crossing Guards
Office	Customer Service Representatives
Productn	Cutters and Trimmers, Hand
Productn	Cutting and Slicing Machine Setters, Operators, and Tenders
Office	Data Entry Keyers

<b>Major Group Key</b>	<b>Occupation Type</b>
ComptrMath	Database Administrators
Sales	Demonstrators and Product Promoters
HealthSupp	Dental Assistants
HealthPrac	Dental Hygienists
Productn	Dental Laboratory Technicians
HealthPrac	Dentists
Office	Desktop Publishers
HealthPrac	Dietetic Technicians
HealthPrac	Dietitians and Nutritionists
FoodPrep	Dishwashers
Office	Dispatchers, Except Police, Fire, and Ambulance
Sales	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
Transprt	Driver/Sales Workers
Construct	Drywall and Ceiling Tile Installers
Construct	Earth Drillers, Except Oil and Gas
EducTrain	Economics Teachers, Postsecondary
Sciences	Economists
DsgnEnter	Editors
EducTrain	Education Teachers, Postsecondary
ComSocServ	Educational, Vocational, and School Counselors
InstMaint	Electric Motor, Power Tool, and Related Repairers
ArcEngin	Electrical and Electronic Engineering Technicians
Productn	Electrical and Electronic Equipment Assemblers
ArcEngin	Electrical and Electronics Drafters
ArcEngin	Electrical Engineers
Construct	Electricians
ArcEngin	Electro-Mechanical Technicians
InstMaint	Electronic Home Entertainment Equipment Installers and Repairers
ArcEngin	Electronics Engineers, except Computer
EducTrain	Elementary School Teachers, Except Special Education
Office	Eligibility Interviewers, Government Programs
BusFinance	Emergency Management Specialists
HealthPrac	Emergency Medical Technicians and Paramedics
BusFinance	Employment, Recruitment and Placement Specialists
Productn	Engine and Other Machine Assemblers
Managmt	Engineering Managers
EducTrain	English Language and Literature Teachers, Postsecondary
ArcEngin	Environmental Engineering Technicians
ArcEngin	Environmental Engineers
Sciences	Environmental Science and Protection Technicians, Including Health
Sciences	Environmental Scientists and Specialists, Including Health
Productn	Etchers and Engravers
Transprt	Excavating and Loading Machine and Dragline Operators
Office	Executive Secretaries and Administrative Assistants
InstMaint	Fabric Menders, Except Garment
HealthPrac	Family and General Practitioners
InstMaint	Farm Equipment Mechanics
FarmFish	Farmworkers and Laborers, Crop, Nursery and Greenhouse
FarmFish	Farmworkers, Farm and Ranch Animals
Office	File Clerks
DsgnEnter	Film and Video Editors
BusFinance	Financial Analysts
BusFinance	Financial Examiners
Managmt	Financial Managers

<b>Major Group Key</b>	<b>Occupation Type</b>
DsgnEnter	Fine Artists, Including Painters, Sculptors and Illustrators
Protect	Fire Fighters
Protect	Fire Inspectors and Investigators
FoodPrep	First-Line Supervisors/Managers of Food Preparation and Serving Workers
Protect	Fish and Game Wardens
PersCare	Fitness Trainers and Aerobics Instructors
DsgnEnter	Floral Designers
Productn	Food Batchmakers
Productn	Food Cooking Machine Operators and Tenders
FoodPrep	Food Preparation Workers
Managmt	Food Service Managers
EducTrain	Foreign Language and Literature Teachers, Postsecondary
Sciences	Forensic Science Technicians
Sciences	Forest and Conservation Technicians
FarmFish	Forest and Conservation Workers
Protect	Forest Fire Inspectors and Prevention Specialists
Sciences	Foresters
EducTrain	Forestry and Conservation Science Teachers, Postsecondary
Productn	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
Productn	Furniture Finishers
Managmt	General and Operations Managers
EducTrain	Geography Teachers, Postsecondary
Sciences	Geoscientists, Except Hydrologists and Geographers
Construct	Glaziers
FarmFish	Graders and Sorters, Agricultural Products
DsgnEnter	Graphic Designers
Productn	Grinding and Polishing Workers, Hand
PersCare	Hairdressers, Hairstylists, and Cosmetologists
ArcEngin	Health and Safety Engineers
ComSocServ	Health Educators
EducTrain	Health Specialties Teachers, Postsecondary
InstMaint	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
InstMaint	Helpers--Installation, Maintenance, and Repair Workers
Productn	Helpers--Production Workers
Construct	Highway Maintenance Workers
EducTrain	History Teachers, Postsecondary
InstMaint	Home Appliance Repairers
EducTrain	Home Economics Teachers, Postsecondary
HealthSupp	Home Health Aides
FoodPrep	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
Office	Hotel, Motel, and Resort Desk Clerks
Office	Human Resources Assistants, Except Payroll and Timekeeping
Managmt	Human Resources Managers
Sciences	Hydrologists
ArcEngin	Industrial Engineering Technicians
ArcEngin	Industrial Engineers
InstMaint	Industrial Machinery Mechanics
Managmt	Industrial Production Managers
Productn	Inspectors, Testers, Sorters, Samplers, and Weighers
EducTrain	Instructional Coordinators
Construct	Insulation Workers
DsgnEnter	Interior Designers
HealthPrac	Internists, General
DsgnEnter	Interpreters and Translators

<b>Major Group Key</b>	<b>Occupation Type</b>
Office	Interviewers, Except Eligibility and Loan
BldgGround	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Productn	Jewelers and Precious Stone and Metal Workers
Legal	Judges, Magistrate Judges, and Magistrates
EducTrain	Kindergarten Teachers, Except Special Education
Transprt	Laborers and Freight, Stock, and Material Movers, Hand
ArcEngin	Landscape Architects
BldgGround	Landscaping and Groundskeeping Workers
Productn	Lathe and Turning Machine Tool Setters, Operators/Tenders, Metal and Plastic
Productn	Laundry and Dry-Cleaning Workers
Legal	Law Clerks
EducTrain	Law Teachers, Postsecondary
Legal	Lawyers
Office	Legal Secretaries
EducTrain	Librarians
Office	Library Assistants, Clerical
EducTrain	Library Technicians
HealthPrac	Licensed Practical and Licensed Vocational Nurses
BusFinance	Loan Counselors
PersCare	Locker Room, Coatroom and Dressing Room Attendants
InstMaint	Locksmiths and Safe Repairers
Managmt	Lodging Managers
FarmFish	Log Graders and Scalers
FarmFish	Logging Equipment Operators
Productn	Machinists
BldgGround	Maids and Housekeeping Cleaners
Office	Mail Clerks and Mail Machine Operators, Except Postal Service
InstMaint	Maintenance and Repair Workers, General
InstMaint	Maintenance Workers, Machinery
BusFinance	Management Analysts
InstMaint	Manufactured Building and Mobile Home Installers
Sciences	Market Research Analysts
Managmt	Marketing Managers
ComSocServ	Marriage and Family Therapists
HealthSupp	Massage Therapists
ArcEngin	Materials Engineers
EducTrain	Mathematical Science Teachers, Postsecondary
ArcEngin	Mechanical Drafters
ArcEngin	Mechanical Engineering Technicians
ArcEngin	Mechanical Engineers
HealthPrac	Medical and Clinical Laboratory Technicians
HealthPrac	Medical and Clinical Laboratory Technologists
Managmt	Medical and Health Services Managers
ComSocServ	Medical and Public Health Social Workers
Productn	Medical Appliance Technicians
HealthSupp	Medical Assistants
HealthSupp	Medical Equipment Preparers
HealthPrac	Medical Records and Health Information Technicians
Sciences	Medical Scientists, except Epidemiologists
Office	Medical Secretaries
HealthSupp	Medical Transcriptionists
BusFinance	Meeting and Convention Planners
ComSocServ	Mental Health and Substance Abuse Social Workers
ComSocServ	Mental Health Counselors

Major Group Key	Occupation Type
Sciences	Microbiologists
EducTrain	Middle School Teachers, Except Special and Vocational Education
Productn	Milling and Planing Machine Setters, Operators and Tenders, Metal and Plastic
InstMaint	Millwrights
Productn	Mixing and Blending Machine Setters, Operators, and Tenders
Productn	Model Makers, Wood
PersCare	Motion Picture Projectionists
InstMaint	Motorboat Mechanics
InstMaint	Motorcycle Mechanics
DsgnEnter	Multi-Media Artists and Animators
Managmt	Natural Science Managers
ComptrMath	Network and Computer Systems Administrators
ComptrMath	Network Systems and Data Communications Analysts
DsgnEnter	News Analysts, Reporters and Correspondents
PersCare	Nonfarm Animal Caretakers
HealthSupp	Nursing Aides, Orderlies, and Attendants
EducTrain	Nursing Instructors and Teachers, Postsecondary
HealthPrac	Occupational Health and Safety Specialists and Technicians
HealthSupp	Occupational Therapist Aides
HealthSupp	Occupational Therapist Assistants
HealthPrac	Occupational Therapists
Office	Office Clerks, General
Office	Office Machine Operators, Except Computer
Construct	Operating Engineers and Other Construction Equipment Operators
ComptrMath	Operations Research Analysts
Productn	Ophthalmic Laboratory Technicians
HealthPrac	Opticians, Dispensing
InstMaint	Outdoor Power Equipment and Other Small Engine Mechanics
Productn	Packaging and Filling Machine Operators and Tenders
Construct	Painters, Construction and Maintenance
Productn	Painting, Coating, and Decorating Workers
Construct	Paperhangers
Legal	Paralegals and Legal Assistants
Protect	Parking Enforcement Workers
Transprt	Parking Lot Attendants
Construct	Paving, Surfacing, and Tamping Equipment Operators
Office	Payroll and Timekeeping Clerks
HealthPrac	Pediatricians, General
PersCare	Personal and Home Care Aides
BusFinance	Personal Financial Advisors
BldgGround	Pest Control Workers
BldgGround	Pesticide Handlers, Sprayers, and Applicators, Vegetation
HealthPrac	Pharmacists
HealthPrac	Pharmacy Technicians
EducTrain	Philosophy and Religion Teachers, Postsecondary
DsgnEnter	Photographers
Productn	Photographic Processing Machine Operators
HealthSupp	Physical Therapist Aides
HealthSupp	Physical Therapist Assistants
HealthPrac	Physical Therapists
HealthPrac	Physician Assistants
EducTrain	Physics Teachers, Postsecondary
Construct	Pipelayers
Construct	Plasterers and Stucco Masons



<b>Major Group Key</b>	<b>Occupation Type</b>
Construct	Plumbers, Pipefitters, and Steamfitters
Protect	Police and Sheriff's Patrol Officers
Office	Police, Fire, and Ambulance Dispatchers
EducTrain	Political Science Teachers, Postsecondary
Managmt	Postmasters and Mail Superintendents
EducTrain	Preschool Teachers, Except Special Education
Productn	Printing Machine Operators
ComSocServ	Probation Officers and Correctional Treatment Specialists
Office	Procurement Clerks
DsgnEnter	Producers and Directors
Office	Production, Planning, and Expediting Clerks
Office	Proofreaders and Copy Markers
Managmt	Property, Real Estate and Community Association Managers
HealthPrac	Psychiatric Technicians
HealthPrac	Psychiatrists
EducTrain	Psychology Teachers, Postsecondary
Managmt	Public Relations Managers
DsgnEnter	Public Relations Specialists
BusFinance	Purchasing Agents and Buyers, Farm Products
Managmt	Purchasing Managers
InstMaint	Radio Mechanics
Sales	Real Estate Sales Agents
Office	Receptionists and Information Clerks
EducTrain	Recreation and Fitness Studeis Teachers, Postsecondary
PersCare	Recreation Workers
HealthPrac	Recreational Therapists
InstMaint	Recreational Vehicle Service Technicians
Transprt	Refuse and Recyclable Material Collectors
HealthPrac	Registered Nurses
ComSocServ	Rehabilitation Counselors
HealthPrac	Respiratory Therapists
HealthPrac	Respiratory Therapy Technicians
Sales	Retail Salespersons
InstMaint	Riggers
Construct	Roofers
Transprt	Sailors and Marine Oilers
Managmt	Sales Managers
Sales	Sales Representatives, Wholesale/Manufacturing, Technical/Scientific Products
Productn	Sawing Machine Setters, Operators, and Tenders, Wood
EducTrain	Secondary School Teachers, Except Special and Vocational Education
Office	Secretaries, Except Legal, Medical, and Executive
InstMaint	Security and Fire Alarm Systems Installers
Protect	Security Guards
EducTrain	Self-Enrichment Education Teachers
Productn	Sewers, Hand
Productn	Sewing Machine Operators
Construct	Sheet Metal Workers
Office	Shipping, Receiving, and Traffic Clerks
Productn	Shoe and Leather Workers and Repairers
Productn	Shoe Machine Operators and Tenders
Managmt	Social and Community Service Managers
ComSocServ	Social and Human Service Assistants
EducTrain	Social Work Teachers, Postsecondary
EducTrain	Sociology Teachers, Postsecondary

<b>Major Group Key</b>	<b>Occupation Type</b>
DsgnEnter	Sound Engineering Technicians
EducTrain	Special Education Teachers, Middle School
EducTrain	Special Education Teachers, Preschool, Kindergarten, and Elementary School
EducTrain	Special Education Teachers, Secondary School
HealthPrac	Speech-Language Pathologists
Office	Statistical Assistants
Office	Stock Clerks and Order Fillers
ComSocServ	Substance Abuse and Behavioral Disorder Counselors
Sciences	Survey Researchers
ArcEngin	Surveying and Mapping Technicians
ArcEngin	Surveyors
Office	Switchboard Operators, Including Answering Service
Productn	Tailors, Dressmakers and Custom Sewers
Construct	Tapers
BusFinance	Tax Preparers
Transprt	Taxi Drivers and Chauffeurs
EducTrain	Teacher Assistants
Productn	Team Assemblers
DsgnEnter	Technical Writers
InstMaint	Telecommunications Equipment Installers and Repairers, Except Line Installers
InstMaint	Telecommunications Line Installers and Repairers
Sales	Telemarketers
Office	Tellers
Productn	Textile Cutting Machine Setters, Operators, and Tenders
Productn	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
Construct	Tile and Marble Setters
InstMaint	Tire Repairers and Changers
Legal	Title Examiners, Abstractors and Searchers
Productn	Tool and Die Makers
Productn	Tool Grinders, Filers, and Sharpeners
PersCare	Tour Guides and Escorts
BusFinance	Training and Development Specialists
Managmt	Transportation, Storage and Distribution Managers
Sales	Travel Agents
BldgGround	Tree Trimmers and Pruners
Transprt	Truck Drivers, Heavy and Tractor-Trailer
Transprt	Truck Drivers, Light Or Delivery Services
Productn	Upholsterers
Sciences	Urban and Regional Planners
PersCare	Ushers, Lobby Attendants, and Ticket Takers
HealthPrac	Veterinarians
HealthPrac	Veterinary Technologists and Technicians
EducTrain	Vocational Education Teachers, Middle School
EducTrain	Vocational Education Teachers, Postsecondary
EducTrain	Vocational Education Teachers, Secondary School
FoodPrep	Waiters and Waitresses
Office	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Productn	Welders, Cutters, Solderers, and Brazers
BusFinance	Wholesale and Retail Buyers, Except Farm Products
Productn	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
Office	Word Processors and Typists
DsgnEnter	Writers and Authors
Sciences	Zoologists and Wildlife Biologists

## Section II Tables: Major Occupational Groups with Low, Mean, High Wage Estimates for Maine

### Architecture and Engineering Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Architects, Except Landscape	17.21	22.84	28.97
Architectural and Civil Drafters	11.72	15.55	19.72
Cartographers and Photogrammetrists	15.00	19.91	25.26
Chemical Engineers	24.06	31.94	40.51
Civil Engineering Technicians	12.24	16.24	20.60
Civil Engineers	19.69	26.13	33.15
Computer Hardware Engineers	20.97	27.83	35.30
Electrical and Electronic Engineering Technicians	16.36	21.71	27.54
Electrical and Electronics Drafters	13.16	17.46	22.15
Electrical Engineers	21.10	28.01	35.53
Electro-Mechanical Technicians	15.02	19.94	25.29
Electronics Engineers, except Computer	18.13	24.06	30.52
Environmental Engineering Technicians	13.58	18.03	22.87
Environmental Engineers	18.83	24.99	31.70
Health and Safety Engineers	19.43	25.79	32.71
Industrial Engineering Technicians	14.87	19.73	25.03
Industrial Engineers	20.47	27.17	34.46
Landscape Architects	14.63	19.42	24.63
Materials Engineers	26.04	34.56	43.84
Mechanical Drafters	12.91	17.14	21.74
Mechanical Engineering Technicians	13.93	18.49	23.45
Mechanical Engineers	22.79	30.25	38.37
Surveying and Mapping Technicians	10.89	14.45	18.33
Surveyors	13.81	18.33	23.25

## Arts, Design, Entertainment, Sports and Media Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Actors	9.17	14.13	19.88
Announcers	6.15	9.48	13.34
Art Directors	14.61	22.52	31.68
Audio and Video Equipment Technicians	7.10	10.94	15.39
Broadcast Technicians	8.01	12.35	17.38
Camera Operators, Television, Video, and Motion Picture	5.57	8.59	12.09
Choreographers	9.90	15.26	21.47
Coaches and Scouts	9.17	14.13	19.88
Editors	9.81	15.12	21.27
Film and Video Editors	9.90	15.25	21.46
Fine Artists, Including Painters, Sculptors and Illustrators	16.12	24.84	34.95
Floral Designers	6.27	9.66	13.59
Graphic Designers	10.47	16.13	22.69
Interior Designers	10.70	16.49	23.20
Interpreters and Translators	14.58	22.46	31.60
Multi-Media Artists and Animators	12.04	18.55	26.10
News Analysts, Reporters and Correspondents	9.12	14.05	19.77
Photographers	9.08	13.99	19.68
Producers and Directors	9.17	14.13	19.88
Public Relations Specialists	10.97	16.90	23.78
Sound Engineering Technicians	9.90	15.26	21.47
Technical Writers	15.89	24.48	34.44
Writers and Authors	10.56	16.27	22.89

## Building and Grounds Cleaning and Maintenance Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7.84	9.49	11.42
Landscaping and Groundskeeping Workers	7.99	9.68	11.65
Maids and Housekeeping Cleaners	6.57	7.96	9.58
Pest Control Workers	9.21	11.16	13.43
Pesticide Handlers, Sprayers, and Applicators, Vegetation	10.77	13.04	15.69
Tree Trimmers and Pruners	10.66	12.91	15.54

## Business and Financial Operations Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Accountants and Auditors	14.86	19.07	24.79
Budget Analysts	16.84	21.61	28.09
Compensation, Benefits and Job Analysis Specialists	15.46	19.84	25.79
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	14.37	18.44	23.97
Cost Estimators	16.55	21.24	27.61
Credit Analysts	14.43	18.51	24.06
Emergency Management Specialists	14.58	18.71	24.32

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Employment, Recruitment and Placement Specialists	13.66	17.53	22.79
Financial Analysts	16.56	21.25	27.63
Financial Examiners	17.61	22.59	29.37
Loan Counselors	13.19	16.92	22.00
Management Analysts	20.85	26.75	34.78
Meeting and Convention Planners	11.65	14.95	19.44
Personal Financial Advisors	23.42	30.05	39.07
Purchasing Agents and Buyers, Farm Products	11.70	15.01	19.51
Tax Preparers	10.57	13.56	17.63
Training and Development Specialists	13.79	17.70	23.01
Wholesale and Retail Buyers, Except Farm Products	11.23	14.41	18.73

## Computer and Math Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Actuaries	25.87	35.31	46.06
Computer Programmers	17.82	24.32	31.73
Computer Software Engineers, Applications	19.37	26.43	34.48
Computer Software Engineers, Systems Software	23.53	32.11	41.89
Computer Support Specialists	10.80	14.74	19.23
Computer Systems Analysts	17.32	23.64	30.84
Database Administrators	17.92	24.46	31.91
Network and Computer Systems Administrators	15.48	21.12	27.55
Network Systems and Data Communications Analysts	15.81	21.57	28.14
Operations Research Analysts	15.91	21.71	28.32

## Community and Social Services Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Child, Family, and School Social Workers	11.82	14.48	18.38
Clergy	14.33	17.56	22.28
Educational, Vocational, and School Counselors	15.10	18.50	23.48
Health Educators	12.18	14.92	18.93
Marriage and Family Therapists	11.73	14.37	18.24
Medical and Public Health Social Workers	13.78	16.88	21.42
Mental Health and Substance Abuse Social Workers	12.84	15.73	19.96
Mental Health Counselors	13.99	17.14	21.75
Probation Officers and Correctional Treatment Specialists	10.75	13.17	16.71
Rehabilitation Counselors	8.70	10.66	13.53
Social and Human Service Assistants	8.81	10.79	13.69
Substance Abuse and Behavioral Disorder Counselors	11.18	13.70	17.39

## Construction and Extraction Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Brickmasons and Blockmasons	11.90	15.31	19.40
Carpenters	11.47	14.75	18.69
Carpet Installers	9.86	12.69	16.08
Cement Masons and Concrete Finishers	9.44	12.14	15.39
Construction and Building Inspectors	14.57	18.74	23.75
Construction Laborers	7.63	9.82	12.45
Drywall and Ceiling Tile Installers	9.79	12.59	15.96
Earth Drillers, Except Oil and Gas	10.53	13.54	17.16
Electricians	13.53	17.40	22.05
Glaziers	9.87	12.70	16.09
Highway Maintenance Workers	9.06	11.66	14.78
Insulation Workers	10.67	13.72	17.39
Operating Engineers and Other Construction Equipment Operators	9.82	12.63	16.01
Painters, Construction and Maintenance	11.01	14.16	17.95
Paperhangers	9.34	12.02	15.23
Paving, Surfacing, and Tamping Equipment Operators	8.70	11.19	14.18
Pipelayers	10.88	13.99	17.73
Plasterers and Stucco Masons	5.70	7.33	9.29
Plumbers, Pipefitters, and Steamfitters	12.43	15.99	20.26
Roofers	8.83	11.36	14.40
Sheet Metal Workers	11.55	14.86	18.83
Tapers	11.56	14.87	18.84
Tile and Marble Setters	14.01	18.02	22.84

## Education, Training, and Library Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Adult Literacy, Remedial Educ., GED Teachers and Instructors	11.83	16.58	21.57
Archivists, Curators, and Museum Technicians	11.59	16.25	21.14
Elementary School Teachers, Except Special Education	10.92	15.31	19.92
Instructional Coordinators	15.56	21.82	28.39
Kindergarten Teachers, Except Special Education	10.92	15.31	19.92
Teachers, Postsecondary	10.92	15.31	19.92
Librarians	12.13	17.00	22.12
Library Technicians	7.25	10.16	13.22
Middle School Teachers, Except Special and Vocational Education	10.92	15.31	19.92
Preschool Teachers, Except Special Education	6.97	9.77	12.71
Secondary School Teachers, Except Special and Vocational Education	10.92	15.31	19.92
Self-Enrichment Education Teachers	8.63	12.10	15.74
Special Education Teachers	10.92	15.31	19.92
Teacher Assistants	10.92	15.31	19.92
Vocational Education Teachers, Middle and Secondary Schools	10.92	15.31	19.92
Vocational Education Teachers, Postsecondary	13.27	18.61	24.21

## Farming, Fishing, and Forestry Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Agricultural Inspectors	11.90	13.93	17.67
Farmworkers and Laborers, Crop, Nursery and Greenhouse	8.22	9.62	12.20
Farmworkers, Farm and Ranch Animals	7.52	8.80	11.16
Forest and Conservation Workers	8.37	9.80	12.43
Graders and Sorters, Agricultural Products	7.62	8.92	11.31
Logging Equipment Operators	9.91	11.60	14.71

## Food Preparation and Serving Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Chefs and Head Cooks	10.09	11.93	14.64
Cooks, Restaurant	7.52	8.89	10.91
Cooks, Short Order	6.99	8.26	10.13
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	6.20	7.33	8.99
Dishwashers	5.55	6.56	8.05
First-Line Supervisors/Managers of Food Preparation and Serving	8.89	10.51	12.90
Food Preparation Workers	6.57	7.77	9.53
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	6.01	7.11	8.72
Waiters and Waitresses	6.72	7.94	9.74

## Healthcare Practitioners and Technical Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Audiologists	14.99	19.91	26.29
Chiropractors	19.19	25.49	33.66
Dental Hygienists	15.17	20.15	26.61
Dentists	34.17	45.40	59.95
Dietetic Technicians	8.32	11.06	14.60
Dietitians and Nutritionists	10.60	14.08	18.59
Emergency Medical Technicians and Paramedics	7.76	10.31	13.61
Family and General Practitioners	40.36	53.62	70.80
Internists, General	41.39	54.99	72.61
Licensed Practical and Licensed Vocational Nurses	10.31	13.70	18.09
Medical and Clinical Laboratory Technicians	10.34	13.74	18.14
Medical and Clinical Laboratory Technologists	13.74	18.26	24.11
Medical Records and Health Information Technicians	7.95	10.56	13.94
Occupational Health and Safety Specialists and Technicians	14.73	19.57	25.84
Occupational Therapists	17.25	22.92	30.26
Opticians, Dispensing	8.14	10.82	14.29
Pediatricians, General	39.60	52.61	69.47
Pharmacists	24.50	32.55	42.98
Pharmacy Technicians	6.90	9.17	12.11
Physical Therapists	17.73	23.56	31.11
Physician Assistants	25.77	34.24	45.21



<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Psychiatric Technicians	8.30	11.03	14.56
Psychiatrists	47.03	62.49	82.51
Recreational Therapists	8.87	11.78	15.55
Registered Nurses	15.29	20.31	26.82
Respiratory Therapists	13.42	17.83	23.54
Respiratory Therapy Technicians	10.80	14.35	18.95
Speech-Language Pathologists	15.37	20.42	26.96
Veterinarians	21.57	28.66	37.84
Veterinary Technologists and Technicians	7.99	10.61	14.01

### Healthcare Support Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Home Health Aides	7.61	8.91	10.24
Massage Therapists	5.28	6.19	7.12
Medical Assistants	10.01	11.73	13.48
Medical Equipment Preparers	8.82	10.33	11.88
Medical Transcriptionists	10.24	11.99	13.78
Nursing Aides, Orderlies, and Attendants	7.76	9.09	10.45
Occupational Therapist Aides	9.39	11.00	12.65
Occupational Therapist Assistants	11.71	13.72	15.77
Physical Therapist Aides	8.30	9.72	11.17
Physical Therapist Assistants	13.67	16.01	18.40

### Installation, Maintenance, and Repair Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Automotive Service Technicians and Mechanics	9.20	12.44	16.34
Bicycle Repairers	7.47	10.10	13.27
Bus and Truck Mechanics and Diesel Engine Specialists	10.33	13.96	18.34
Computer, Automated Teller, and Office Machine Repairers	10.33	13.96	18.34
Electric Motor, Power Tool, and Related Repairers	12.64	17.08	22.44
Electronic Home Entertainment Equipment Installers and Repairers	9.00	12.17	15.99
Fabric Menders, Except Garment	11.33	15.31	20.11
Farm Equipment Mechanics	6.85	9.26	12.17
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	10.29	13.91	18.27
Helpers--Installation, Maintenance, and Repair Workers	8.90	12.03	15.80
Home Appliance Repairers	10.19	13.77	18.09
Industrial Machinery Mechanics	11.49	15.53	20.40
Locksmiths and Safe Repairers	9.62	13.00	17.08
Maintenance and Repair Workers, General	10.59	14.31	18.80
Maintenance Workers, Machinery	10.32	13.95	18.33
Manufactured Building and Mobile Home Installers	8.19	11.07	14.54
Millwrights	13.49	18.24	23.96
Motorboat Mechanics	9.41	12.72	16.71
Motorcycle Mechanics	7.03	9.50	12.48
Outdoor Power Equipment and Other Small Engine Mechanics	8.47	11.45	15.04
Radio Mechanics	10.39	14.05	18.46

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Recreational Vehicle Service Technicians	10.49	14.18	18.63
Riggers	12.36	16.71	21.95
Security and Fire Alarm Systems Installers	10.86	14.68	19.29
Telecommunications Equipment Installers and Repairers, Except Line Installers	16.59	22.43	29.47
Telecommunications Line Installers and Repairers	13.16	17.79	23.37
Tire Repairers and Changers	6.58	8.90	11.69

## Legal Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Law Clerks	13.28	17.38	29.84
Lawyers	27.47	35.96	61.74
Paralegals and Legal Assistants	12.41	16.24	27.88
Title Examiners, Abstractors and Searchers	11.02	14.43	24.78

## Management Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Advertising and Promotions Managers	16.72	23.81	33.11
Chief Executives	31.68	45.10	62.72
Computer and Information Managers	21.00	29.90	41.58
Construction Managers	18.76	26.71	37.14
Engineering Managers	25.56	36.39	50.60
Financial Managers	20.19	28.74	39.97
Food Service Managers	10.30	14.66	20.39
General and Operations Managers	18.73	26.67	37.09
Human Resources Managers	17.86	25.43	35.36
Industrial Production Managers	19.09	27.17	37.78
Lodging Managers	9.58	13.64	18.97
Marketing Managers	21.60	30.75	42.76
Medical and Health Services Managers	18.67	26.58	36.96
Natural Science Managers	17.90	25.48	35.43
Postmasters and Mail Superintendents	14.84	21.13	29.38
Property, Real Estate and Community Association Managers	11.88	16.91	23.52
Public Relations Managers	16.35	23.28	32.37
Purchasing Managers	16.32	23.24	32.32
Sales Managers	20.25	28.83	40.09
Social and Community Service Managers	13.47	19.17	26.66
Transportation, Storage and Distribution Managers	14.67	20.89	29.05

## Office and Administrative Support Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Computer Operators	10.75	13.19	16.55
Correspondence Clerks	9.53	11.69	14.67
Couriers and Messengers	6.98	8.56	10.74
Court, Municipal, and License Clerks	9.78	12.00	15.06
Customer Service Representatives	9.81	12.03	15.09
Data Entry Keyers	7.63	9.36	11.74
Desktop Publishers	10.99	13.48	16.91
Dispatchers, Except Police, Fire, and Ambulance	10.74	13.17	16.52
Eligibility Interviewers, Government Programs	11.18	13.71	17.20
Executive Secretaries and Administrative Assistants	11.01	13.51	16.95
File Clerks	6.82	8.37	10.50
Hotel, Motel, and Resort Desk Clerks	7.00	8.59	10.78
Human Resources Assistants, Except Payroll and Timekeeping	10.48	12.85	16.12
Interviewers, Except Eligibility and Loan	7.47	9.16	11.49
Legal Secretaries	11.94	14.65	18.38
Library Assistants, Clerical	6.96	8.54	10.71
Mail Clerks and Mail Machine Operators, Except Postal Service	8.71	10.68	13.40
Medical Secretaries	8.94	10.96	13.75
Office Clerks, General	8.16	10.01	12.56
Office Machine Operators, Except Computer	8.05	9.87	12.38
Payroll and Timekeeping Clerks	10.03	12.30	15.43
Police, Fire, and Ambulance Dispatchers	9.14	11.21	14.06
Procurement Clerks	11.23	13.77	17.28
Production, Planning, and Expediting Clerks	14.25	17.48	21.93
Proofreaders and Copy Markers	9.80	12.02	15.08
Receptionists and Information Clerks	7.46	9.15	11.48
Secretaries, Except Legal, Medical, and Executive	8.81	10.81	13.56
Shipping, Receiving, and Traffic Clerks	8.28	10.16	12.75
Statistical Assistants	14.13	17.33	21.74
Stock Clerks and Order Fillers	7.86	9.64	12.09
Switchboard Operators, Including Answering Service	7.68	9.42	11.82
Tellers	7.10	8.71	10.93
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	9.64	11.83	14.84
Word Processors and Typists	8.59	10.53	13.21

## Personal Care and Service Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Baggage Porters and Bellhops	10.92	13.08	15.91
Barbers	9.50	11.38	13.84
Child Care Workers	6.24	7.47	9.08
Fitness Trainers and Aerobics Instructors	9.74	11.66	14.18
Hairdressers, Hairstylists, and Cosmetologists	7.28	8.72	10.60
Locker Room, Coatroom and Dressing Room Attendants	5.88	7.04	8.56
Motion Picture Projectionists	6.48	7.76	9.44
Nonfarm Animal Caretakers	6.63	7.94	9.65
Personal and Home Care Aides	6.78	8.12	9.87
Recreation Workers	7.82	9.36	11.38
Tour Guides and Escorts	6.87	8.22	10.00
Ushers, Lobby Attendants, and Ticket Takers	6.24	7.47	9.08

## Production Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Bindery Workers	6.94	8.89	12.45
Butchers and Meat Cutters	9.37	12.00	16.80
Cabinetmakers and Bench Carpenters	9.24	11.84	16.58
Cementing and Gluing Machine Operators and Tenders	7.78	9.97	13.96
Cutters and Trimmers, Hand	6.72	8.61	12.05
Cutting and Slicing Machine Setters, Operators, and Tenders	8.31	10.64	14.90
Dental Laboratory Technicians	11.24	14.40	20.16
Electrical and Electronic Equipment Assemblers	8.53	10.92	15.29
Engine and Other Machine Assemblers	11.28	14.45	20.23
Etchers and Engravers	7.43	9.51	13.31
Food Batchmakers	9.00	11.53	16.14
Food Cooking Machine Operators and Tenders	8.78	11.25	15.75
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	11.98	15.34	21.48
Furniture Finishers	7.72	9.89	13.85
Grinding and Polishing Workers, Hand	6.76	8.66	12.12
Helpers--Production Workers	7.82	10.01	14.01
Inspectors, Testers, Sorters, Samplers, and Weighers	9.33	11.95	16.73
Jewelers and Precious Stone and Metal Workers	9.30	11.91	16.67
Lathe and Turning Machine Tool Setters, Operators and Tenders, Metal and Plastic	12.12	15.52	21.73
Laundry and Dry-Cleaning Workers	5.97	7.65	10.71
Machinists	10.84	13.88	19.43
Medical Appliance Technicians	9.26	11.86	16.60
Milling and Planing Machine Setters, Operators and Tenders, Metal and Plastic	11.06	14.17	19.84
Mixing and Blending Machine Setters, Operators, and Tenders	11.35	14.54	20.36
Model Makers, Wood	11.60	14.85	20.79
Ophthalmic Laboratory Technicians	7.61	9.74	13.64
Packaging and Filling Machine Operators and Tenders	8.33	10.67	14.94
Painting, Coating, and Decorating Workers	7.26	9.30	13.02

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Photographic Processing Machine Operators	6.85	8.77	12.28
Printing Machine Operators	10.18	13.04	18.26
Sawing Machine Setters, Operators, and Tenders, Wood	7.90	10.12	14.17
Sewers, Hand	8.22	10.53	14.74
Sewing Machine Operators	6.27	8.03	11.24
Shoe and Leather Workers and Repairers	6.57	8.41	11.77
Shoe Machine Operators and Tenders	6.72	8.61	12.05
Tailors, Dressmakers and Custom Sewers	9.92	12.70	17.78
Team Assemblers	7.31	9.36	13.10
Textile Cutting Machine Setters, Operators, and Tenders	7.11	9.10	12.74
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	8.39	10.75	15.05
Tool and Die Makers	14.33	18.35	25.69
Tool Grinders, Filers, and Sharpeners	9.85	12.61	17.65
Upholsterers	9.92	12.71	17.79
Welders, Cutters, Solderers, and Brazers	10.65	13.64	19.10

### Protective Service Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Crossing Guards	5.19	6.94	9.35
Fire Fighters	8.86	11.85	15.97
Fire Inspectors and Investigators	11.66	15.59	21.01
Fish and Game Wardens	12.28	16.43	22.14
Forest Fire Inspectors and Prevention Specialists	11.99	16.04	21.62
Parking Enforcement Workers	9.05	12.11	16.32
Police and Sheriff's Patrol Officers	9.79	13.10	17.65
Security Guards	6.66	8.91	12.01

### Sales and Related Table

<b>Occupation Type</b>	<b>Low Hourly Wage Estimate</b>	<b>Mean Hourly Wage Estimate</b>	<b>High Hourly Wage Estimate</b>
Cashiers	5.64	7.34	11.20
Demonstrators and Product Promoters	7.99	10.40	15.87
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	11.03	14.35	21.90
Real Estate Sales Agents	9.22	12.00	18.31
Retail Salespersons	7.05	9.18	14.01
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	21.34	27.77	42.37
Telemarketers	7.51	9.78	14.92
Travel Agents	8.76	11.40	17.39

## Sciences Table: Life, Physical, and Social

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Atmospheric and Space Scientists	21.20	27.86	36.04
Biochemists and Biophysicists	18.93	24.88	32.19
Biological Technicians	11.27	14.81	19.16
Chemical Technicians	9.98	13.12	16.97
Chemists	14.59	19.18	24.81
Clinical, Counseling, and School Psychologists	20.07	26.38	34.13
Economists	14.42	18.95	24.52
Environmental Science and Protection Technicians, Including Health	9.69	12.74	16.48
Environmental Scientists and Specialists, Including Health	14.33	18.84	24.37
Forensic Science Technicians	10.32	13.57	17.56
Forest and Conservation Technicians	9.03	11.87	15.36
Foresters	15.16	19.92	25.77
Geoscientists, Except Hydrologists and Geographers	17.86	23.47	30.36
Hydrologists	17.04	22.40	28.98
Market Research Analysts	13.69	18.00	23.29
Medical Scientists, except Epidemiologists	22.04	28.97	37.48
Microbiologists	16.29	21.41	27.70
Survey Researchers	10.58	13.90	17.98
Urban and Regional Planners	15.09	19.83	25.65
Zoologists and Wildlife Biologists	14.12	18.56	24.01

## Transportation and Material Moving Table

Occupation Type	Low Hourly Wage Estimate	Mean Hourly Wage Estimate	High Hourly Wage Estimate
Bus Drivers, School	8.37	11.00	14.47
Bus Drivers, Transit and Intercity	11.53	15.15	19.93
Captains, Mates, and Pilots of Water Vessels	17.45	22.93	30.16
Cleaners of Vehicles and Equipment	6.42	8.44	11.10
Driver/Sales Workers	8.69	11.42	15.02
Excavating and Loading Machine and Dragline Operators	10.40	13.67	17.98
Laborers and Freight, Stock, and Material Movers, Hand	7.23	9.50	12.50
Parking Lot Attendants	5.90	7.75	10.19
Refuse and Recyclable Material Collectors	7.52	9.88	13.00
Sailors and Marine Oilers	8.93	11.74	15.44
Taxi Drivers and Chauffeurs	6.22	8.18	10.76
Truck Drivers, Heavy and Tractor-Trailer	10.29	13.52	17.78
Truck Drivers, Light Or Delivery Services	8.67	11.39	14.98

**Anyone!**  
**Anywhere!**

**VOLUNTEER!**

To connect with volunteer organizations and info: [www.VolunteerMaine.org](http://www.VolunteerMaine.org)

In your local community: **1-800-Volunteer** to reach Maine's Volunteer Centers

Maine Service Exchange: [www.maineserviceXchange.org](http://www.maineserviceXchange.org)

AmeriCorps (Nationwide): [www.americopr.org](http://www.americopr.org)

National Service in Maine: [www.state.me.us/spo/mccs](http://www.state.me.us/spo/mccs)